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March 2011

Issue 3



Chapter 0175

**Dear Bryan,**

We hope you are enjoying the new format of our TAHRA Newsletter. We have made some new additions this month, including pictures! Please keep the comments and suggestions coming as we want to ensure the newsletter is a valuable resource to our membership.

## Some Thoughts from the President

*by Bryan Wempen*

I've been traveling a lot the last few months talking with many HR leaders around the country. My question that I attempt to ask with every discussion is "What is that one HR thing keeps you up at night?" I share some of what I've heard this week while in Seattle in my video this month:



March Video from Bryan

We had a great turn-out for our program in February, so of course I'm anxious to see everyone again in March. Our goal of more Strategic credit education opportunities is being realized, thanks to our committee's, Diem, Julie and Anita for making sure this happens.

## March Program Meeting w/Strategic HRCI Credits!

Tulsa Country Club, March 16 @ 11:15am

## Ultimate Productivity Begins with You!

*presented by Jim Stovall*

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You may have the most dedicated and hardworking people in the world, but if you don't understand their productivity, strengths and weaknesses, your organization will fail to perform at the highest level. Understanding the hot buttons to create maximum motivation, communication and implementation with each of your people will naturally result to Ultimate Productivity. However, before you can make an impact for your team, you must learn how to maximize your own productivity by discovering and releasing your core strengths in the critical areas of motivation, communication and implementation.

More and more people are working longer and harder, especially HR professionals. It's time for us all to work more productively! Be prepared to receive an invaluable lesson by a dynamic and unforgettable speaker.

**Attendees will receive:** a copy of Jim's book, "Ultimate Productivity", access to the on-line Productivity Profile and a complimentary Productivity Assessment that can be shared with colleagues, associates and co-workers.

[Click here](#) to view video clip of Jim presenting to an Oklahoma audience.



This program has been approved for 1 (Specified-Strategic Business) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org). The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's

criteria to be pre-approved for recertification credit.

Sponsored by:



**Don't miss this inspiring program... [Register Now!](#)**

## March Learning Lab

Tulsa Technology Center Lemley Campus - Career Services  
Center March 24 @ 2:00

**Wage and Hour Laws:**  
**What You Don't Know CAN Hurt You!**  
*presented by Kirk Turner*



Join TAHRA this month for important updates to Wage and Hour Laws. Kirk Turner will present an overview of federal and state wage and hour laws including recent developments. He will also review practical issues in Wage and Hour



**State HR Conference**  
**May 4 - 6, 2011**  
**Norman, OK**



**Know Someone Outstanding in HR?**

**Nominate them for the 2011 OKHR Excellence in Human Resource Management Award!**

Each year the Oklahoma State Council for Human Resource Management, now known as OKHR, recognizes one individual who has demonstrated outstanding achievements in the field of Human Resource Management.

[Click here for more details.](#)

**Join us on...**



compliance as well as how to implement a plan for changes to protect employers. Have questions about minimum wage, overtime pay or recordkeeping of the Fair Labor Standards Act? You will not want to miss this lab...**[Register Now!](#)**

Kirk Turner leads the labor and employment law practice group of Newton, O'Connor, Turner & Ketchum. He has been active in the labor/employment law and human resources field for many years, including serving on national, state and local professional human resources association boards for the past 10 years. Kirk is a graduate of the University Of Arkansas School Of Law and was recently selected as one of the Best Lawyers in the area of labor and employment law.

## Membership Update

by Chris Cable, VP Membership



It is hard to believe that March is upon us with Spring Break and the hope of more consistent warmer weather on its way. We have added 53 new members, with a total paid membership total of 420 members to date. This is excellent growth for TAHRA and we look forward for great things to come!

We have scheduled a New Member Orientation on Wednesday, April 20th @ 10:30 a.m., before our regularly scheduled meeting. All new members should make plans to attend. The membership committee provides a wealth of information about TAHRA at orientation. You also get a chance to meet current board members, network with other new members and learn about volunteer opportunities with TAHRA. If you have not attended an orientation, RSVP online at our website. If you have any questions contact me at [ccable@gdhconsulting.com](mailto:ccable@gdhconsulting.com).

## TAHRA Awards and Recognition Ceremony

On January 25, TAHRA hosted the 2010 TAHRA Awards and Recognition Ceremony. This event was held at the beautiful and historic Ambassador Hotel in downtown Tulsa and is a celebration for volunteers who have dedicated time and service to TAHRA in 2010. Also recognized were TAHRA past presidents and members who celebrated a milestone anniversary. Over 40 volunteers attended the reception and a good time was shared by all.

Bryan Wempen presented the 2010 Presidents Award to Julie Callahan, PHR. This annual award is given to an outstanding TAHRA member for their significant contributions to the Association. Julie has been a TAHRA member since 1999 and served on the Board in a number of roles including 2008 president and 2010 Board Member at Large - Golf Chair. Julie demonstrated outstanding service for her hard work and dedication in planning and executing an extremely successful golf tournament with over 80 players and 32 sponsors.

Facebook



LinkedIn

## TAHRA Partners

TAHRA Partners are regular supporters of TAHRA and helps our organization continue to develop and present quality continuing education programs, create opportunities for peer networking and enhance our overall contribution to the human resources profession. For information on becoming a TAHRA Partner [click here.](#)

Meet our TAHRA Partners...



**TAHRA 2011  
Board & Committee  
Chairs**

[Bryan Wempen](#)

TAHRA would like to thank all volunteers of 2010! We could not have such a successful organization without you!



Bill Young, Diem Lewis, Julie Callahan, Patty Smith and Bryan Wempen pose for a picture



Past Presidents Jan Simmons, Dell Rice and Bill Webb listen intently



Bryan presents certificates to volunteers



Registration Chair, Ann Ferguson and longtime registration committee volunteer Vicki Hidde discuss matters

## Diversity & Inclusion Roundtable and Committee Meetings

by Grover Hall, VP Diversity



The final session of our year-long series "Beyond Diversity 101", cancelled due to weather, has been **rescheduled for March 31** and we would like to invite you to attend. This session will tie together the themes we have been exploring over the past year, and will feature a panel discussion of local experts discussing "Building Culture". We will also spend time in small groups strategizing specific goals to apply the skills learned during the series.

**Date:** Thursday, March 31, 2011

**Time:** 8:30-10:30am

**Location:** OSU-Tulsa BS Roberts Room (located in the North Hall Conference Center)

President

[Chris Wright, PhD](#)  
President Elect

[Bill Young, SPHR](#)  
Past President

[Diem Lewis, SPHR](#)  
VP Programs

[Chris Cable](#)  
VP Membership

[Jennifer Remmert, MHR, SPHR](#)  
VP Leadership Development

[W. Kirk Turner, JD](#)  
VP Legislative Affairs

[Georgeanna McCombie](#)  
VP Public Relations

[Grover Hall, MPA, PHR, MHCS](#)  
VP Diversity

[Marsha Casebeer](#)  
VP Education

[Donna Fletcher, PHR, CCP](#)  
Treasurer

[Brandon Brazeel](#)  
Golf Tournament Chair

[Justice Waidner-Smith](#)  
Community Relations Chair

[Lisa Johnson](#)  
Website/Technology Chair

[Sarah Phelps, JD](#)  
College Relations Chair

[Ann Ferguson](#)  
Registration Chair

[Belen Burkhalter, PhD, CRC](#)  
Workforce Readiness Chair

[Anita Fangmeier, CCP, PHR-CA](#)  
HRCI Chair

[Travis Jones](#)  
Hospitality Chair

[Stanna Brazeel, SPHR](#)  
SHRM Foundation Chair

[Susan McGinnis, RHU](#)  
Fundraising Chair

[Denise Reid](#)  
Chamber Liaison

**Panelists Include:**

Robert Hulsey, Diversity & Community Relations Consultant, Williams  
Linda Jenkins, Owner, Jenkins Consulting Group  
Felicia Collins Correia CEO, YWCA Tulsa

[Julie Odom](#)  
Chapter Management  
Professional

*This event is free and open to the public. Light breakfast provided.*

Immediately following the Roundtable, there will be a TAHRA Diversity Committee meeting at the same location. If you are interested in serving on this committee, please make plans to attend. For more information on this event, contact Grover Hall, TAHRA VP of Diversity at [grover.hall@williams.com](mailto:grover.hall@williams.com) or call 918-855-4855.

## Make a Difference: Goodwill Partnership

*by Justice Waidner-Smith, Community Relations chair*



Our partnership with Goodwill Industries is off to a grand start in 2011, and the TAHRA board members are looking forward to participating in the mock interviews later this month. I always love to hear feedback from our volunteers about their experience with the program. This month, one of our members who participated for the first time in February contacted me to share her thoughts about volunteering. Her name is Candice Fuqua and she works as a

HR professional for The Parent Child Center of Tulsa. This was her feedback:

*"I recently volunteered to conduct mock interviews through TAHRA for Goodwill's TulsaWorks Program and my experience was absolutely fantastic. This is the first time in a long time, and possibly ever in my HR career, that I felt like I was using my knowledge and experience to really, really help people. And if that weren't enough, learning about what the program participants have done to overcome life's adversities was truly inspiring. I will definitely do this again!"*

Her words make me excited to volunteer next month. If you are interested in joining our volunteer list, please contact me and I will let you know about the upcoming opportunities. Just a couple of hours can deeply impact the lives of those we serve. I can be reached via email at [jwaidner@ywcatusa.org](mailto:jwaidner@ywcatusa.org) or (918) 587-2100. Happy Spring!

## Website: TAHRA Calendar of Events

*by Lisa Johnson, Website/Technology Chair*

Check out our website [www.tahra.org](http://www.tahra.org) to stay updated on important event information! By clicking on the Events link, you will have the dates of upcoming Program Meetings and Learning Labs at your fingertips!



*Want to check out the speaker before you register? Click on Upcoming TAHRA Speakers.*

*Missed a program or lab and want the material? Click on Resources and under Past Presentations you will find power point presentations and handouts from some of our events!*

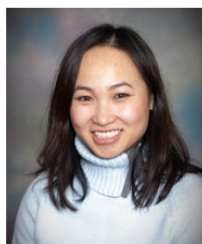
If you are an innovative professional and would like to make a difference with the TAHRA website and TAHRA Facebook page, join the TAHRA Website Committee! Contact Lisa Johnson at [lisa@parttimepros.com](mailto:lisa@parttimepros.com).

We are also pleased to announce that we have exceeded 50 "likes" on our Facebook page! Jackie Proffitt was the winner of the \$50 gift card. Congratulations, Jackie and thank you to all who "like" TAHRA!

## Program Playback...Just for Members!

*by Diem Lewis, VP Programs*

TAHRA understands that members may not be able to attend all program meetings or learning labs due to their busy work schedule. As a value added service for TAHRA members only, we will be recording 2 to 3 program meetings or learning labs each year and making the session available for playback.



We are excited to announce our first webcast has been uploaded and ready for view! If you missed [Kristine Sexter's: A Retention Convention](#) from the January Program Meeting, you can now hear her present, see her slides and download the handouts.

The recorded sessions or [Webcasts](#), can be found under the Resource Center of the TAHRA website (log-in required). We hope you enjoy this new resource and look forward to bringing you more playbacks in the months to come!

## Workforce Readiness: Tax Time

*by Dr. Belen Burkhalter, Workforce Readiness Chair*



Spring is in the air and tax deadline is just around the corner. With these in mind how about some good news? The HR department has always been a cost center because you appropriate or allocate money to pay for your recruitment and selection of qualified applicants for your job openings. However, your department can be a revenue generator if you use tax incentives available to you. The Work

Opportunity Tax Credit (WOTC) is a tax credit offered to employers as an incentive to hire individuals who are members of targeted groups, which have traditionally faced significant barriers to employment - these groups include TANF and Food Stamp recipients, persons with disabilities, and veterans among others.

You can claim 25% of the first year wages up to \$6,000 (\$12,000 for veterans) of the first year wages for employees working at least 120 hrs. with a maximum credit of \$2,400 per employee. What if you have 5 of these employees a month - let us do the math: ( 5 times \$2,400 is \$12,000 multiplied by 12 months is \$144,000). In addition to this tax incentive, you will also have qualified and diverse employees. The paperwork is simple and your partner organization - Human Services, Rehabilitation Services, or Veterans Affairs Departments can assist you with the process. If you need more information please call me.

On another note, are you planning for population shifts that will affect how HR professionals conduct career, leadership and workforce planning for your organization? Data from the U.S. Bureau of Labor Statistics show that the proportion of people younger than age 24 in the U.S. labor market is lower than at any other time since they were first tracked 60 years ago. Interestingly, data also show that workers age 50 and older are being employed longer - many working into their 70s. There is strong evidence that HR professionals in the U.S. are now getting more focused on workforce planning that includes issues on skill gaps and generational differences. Are you one of these HR professionals? If not, have you started to examine internal policies and management practices to deal with potential shortages of younger workers when older workers retire? Are you positioning your organization in using underutilized labor pool like people with disabilities, veterans, and welfare recipients? Feel free to contact me for information on these issues at [bcburkhalter@okdrs.gov](mailto:bcburkhalter@okdrs.gov) or (918) 633-1915.

## Growing, Retaining & Attracting a Dynamic, Diverse & Skilled Workforce

*by Denise Reid, Chamber Liaison*



The Education and Workforce division at the Tulsa Metro Chamber is all about the talent pipeline. We have programs in place and work with partners in our community to promote local and state level programs to help create success for our community as it relates to talent

development, attraction and retention.

- **Grow** - College Access Career Readiness Coaches, Oklahoma Scholars Program Presentations, Adult Enrollment Blitz, Partners In Education, InternInTulsa.com, OKHigherEd.org/ReachHigher, Northeastern Higher Ed Forum and Tulsa Area Higher Ed Consortium
- **Retain** - Tulsa's Young Professionals (TYPros), Intern Events, Company Transition Services, Job Networking Services and Training for Industry Services
- **Attract** - Tulsa's Young Professionals, ChooseTulsaJobs.com, OKBoomerang.com, OKCareerPlanner.com, Quality Jobs Program, Relocation Packets & Networking

We have an immediate need for Oklahoma Scholars volunteers to present program information to eighth graders in Tulsa Public Schools and Union Public Schools. These presentations only take 45 minutes and there are several times available.

If you would like more information about how we can assist you with your business needs please contact me at (918) 560-0255 or [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com).

## Welcome to our Newest Members!

Kathryn	Martin	FMS, Inc
Janet	Lowe	BrightStar
Pam	Stone	BrightStar
Karen	Davis	Broken Arrow Public Schools
Suzanne	Wion	Williams
Rachelle	Day	Anchor Glass Container
Dixie	Agostino	Switchgear Search & Recruiting, LLC
Tracey	Raymond	HoganTaylor LLP
Robert	Smariga	Big Brothers Big Sisters of Oklahoma
Brooke	Golightly	Phoenix Residential Services

## MEMBER PHOTO OPS...



Kerry, Libby, Ann and Vicki working hard to get all 180 attendees checked in!



Chris Wright and Bryan Wempen discuss TAHRA with member



Lunch was delicious



Adrienne Barr and Ginger Morris  
discussing "Orange Revolution"



Members network while waiting for  
program to begin

*Congratulations  
to **Jessica Johnson** from RiverSpirit Casino and  
**Jennifer Peterson** from Video Gaming Technologies  
who won the \$150 Gift Card and Kindle given away at February's Program!!*

## Upcoming Events

### **March**

3/16 - March Program Meeting - [Ultimate Productivity Begins with You](#) presented by Jim Stovall at  
Tulsa Country Club | 11:15am - 1:00pm |

3/24 - March Learning Lab - [Wage and Hour Laws: What You Don't Know CAN Hurt  
You](#) presented

by Kirk Turner at Tulsa Tech - Lemley Campus | 2:00pm - 4:00pm |

3/31 - [Diversity Roundtable - Building a Culture](#) at OSU Tulsa | 8:30am - 10:30am |

**April**

4/20 - [TAHRA New Member Orientation](#) at Southern Hills Hilton | 10:30am - 11:30am |

4/20 - April Program Meeting - [How Social Media is Changing HR](#) presented by Jessica Miller-Merrill

at Southern Hills Hilton | 11:15am - 1:00pm |

4/28 - April Learning Lab - Tulsa Tech - Lemley Campus

**Tulsa Area Human Resources Association**  
[admin@tahra.org](mailto:admin@tahra.org)  
(918) 344-4622

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